

Verbal
Warning1st Written
Warning2nd Written
Warning3rd Written
WarningTermination

ENTERPRISE NURSING HOME

DEFENDANT'S
EXHIBIT

COUNSELING FORM

7/27/07
YoungCurly Young
Name of EmployeeNursing
Department10/23/93
DateSubject: Insubordination SUBJECT AND EXPLANATION OF COUNSELING

When employee was informed to move away from Nursing station and not do homework. Employee stated "I'm doing syllables not homework." I stated "It's not nursing home work tho." Employee closed notebook hastily & walked off saying "Y'all don't have on your safety belts either." I asked him if he was getting an attitude, he said "no" but didn't see what harm he was doing." He said "Daisy lets them do it." but I guess it depends on whose in charge at the time." I said "yes it does and since I'm here now there will be no standing at the desk or doing homework." Words was exchanged between he & I about our duties. He stated something about us (nurses) thinking of them (aides) as little peons. I said "no I don't think of y'all as peons but I have a duty to do & I'm going to do it." He replied "yes you do think of us as peons" Employee was informed of his arguing was above the line of insubordination during our discussion. Continued unsatisfactory performance will result in additional discipline, suspension and/or termination.

EMPLOYEE COMMENTS

A. Daniels/Brathin

This is to certify that I have received counseling
on the above described subject.

Signature of Employee

Jean D. Mathias

Signature of Counselor

Ann Cox

Signature of Administrator